Nova Scotia Department of Labour and Advanced Education

Statement of Mandate

2012-2013

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Message from the Minister and Deputy Minister

We are pleased to present the 2012–2013 Statement of Mandate for the Department of Labour and Advanced Education. Our department, with its broad range of focuses that includes occupational health and safety, essential workplace skills development, labour relations and labour standards, private sector pensions, public safety, immigration, colleges and universities, and the status of women, faces an extraordinary year ahead.

Nova Scotia is entering a period of prosperity unlike anything we have seen in recent memory. The Irving shipbuilding contract, Shell's investment in our offshore energy reserves, the Muskrat Falls hydro-electric project, to name but a few...

Labour and Advanced Education's role will be to continue working with employers, unions and workers across this province to develop and maintain a workforce that is ready for those – and other – opportunities.

For the next 12 months, the women and men of the Department of Labour and Advanced Education will continue to make advances toward our shared vision of a fair, safe and prosperous Nova Scotia where all of us live, learn and work to our highest potential.

We will accomplish those goals by making post-secondary education more affordable for Nova Scotian families. We will continue our Workplace Education Initiative and Workplace Innovation and Productivity Skills Incentive to ensure that Nova Scotian workers have opportunities to learn and improve key skills needed in today's workplaces.

Government, employers and employees will embrace the Internal Responsibility System that says all of us have a role to play in making workplaces safer and healthier. With partners such as Workers' Compensation Board and Safety Services Nova Scotia, we will continue our efforts to build a culture of safety in this province.

This year, the 20th anniversary of the Westray Mine Disaster and the 30th anniversary of the sinking of the Ocean Ranger, will remind all of us of a greater need for vigilance in the workplace.

With an aging and shrinking workforce, we will continue our plans to attract educated and skilled workers from around the world to share in our prosperity, and open the doors to Welcoming Workplaces to greet them in their new home.

In May, Nova Scotia's Advisory Council for the Status of Women will host their national counterparts days before the Coalition of Women in Engineering, Science, Trades and Technology Conference. This national conference is an opportunity for more than 300 attendees from industry, academia, unions, and sector councils explore ways to achieve greater

participation for women in technical and non-traditional careers and occupations that support women's economic security.

We encourage readers to learn more about our department by visiting www.gov.ns.ca/lae/.

Marilyn More
Minister

Sandra McKenzie
Deputy Minister

Department Mandate

The Nova Scotia Department of Labour and Advanced Education works to develop a competitive workforce by making strategic investments in people, programs, services and partnerships. Our mandate is to provide a fair, equitable, safe, productive and inclusive environment in which to learn, work and live.

The broad mandate of the department includes:

- Regulatory responsibility for occupational health and safety, building, fire and technical safety, pensions, workers' advisers program, labour relations, and labour standards.
- Improving access among Nova Scotians to labour market information, employment services and learning programs that support their labour market attachment and growth. Strategic action is taken to help all Nova Scotians prepare for, find and keep employment and to meet the needs of Nova Scotia's labour market.
- Providing opportunities for individuals to advance at home, in the community or in the workplace through adult learning, literacy and essential skills, apprenticeship and skills development programs.
- Developing a supportive environment for volunteers and developing non-profit and voluntary sector capacity.
- Providing funding, services, and support to post-secondary institutions to maintain access to high quality post-secondary education and information.
- Attracting, integrating and retaining immigrants.
- Bringing to the Minister's attention matters related to women to improve the status of women in Nova Scotia.

Department Mission

To improve the social and economic well-being of Nova Scotians through education, improved working conditions, and services that help them live, work and learn.

To promote equitable and affordable access to quality higher education and knowledge for Nova Scotians, in partnership with universities, colleges, federal funders and service delivery providers.

To take a lead role in engaging and working with partners to attract, integrate and retain immigrants, recognizing the important contributions they make to our social, economic and cultural fabric.

To advance equality, fairness and dignity for all women in Nova Scotia.

Department Vision

Fairness, safety and prosperity for all Nova Scotians by living, learning and working to their highest potential.

Government Priorities

The Department of Labour and Advanced Education supports the government's three core priorities, which are to:

Get back to balance and ensure government lives within its means

- **Labour market programs support system (LaMPSS).** The Department's of Labour and Advanced Education, and Community Services are working together on the continued design and implementation of LaMPSS. LaMPSS is a common system and set of business practices focusing on the administration of labour market programs and services.

- **Modernize legislation.** A new Labour Board was proclaimed in February 2011, replacing six previously separate tribunals, and first contract legislation came into effect in January 2012. The innovations introduced by the new legislation will help ensure stability and fairness in our workplaces, and help government get back to balance.

- **Federal / provincial / territorial Forum on the Status of Women.** Minister More co-chairs the federal / provincial / territorial Ministers Forum on the Status of Women.

- **Campaign school for women.** The Nova Scotia Advisory Council on the Status of Women hosts a campaign school for women to encourage their participation in political leadership and engagement in government policy and decision-making.

Make health care better for you and your family

- **Occupational health and safety.** The department will partner with the Workers' Compensation Board (WCB) to develop a new workplace safety strategy for the next five years. The department and WCB will collect opinions from stakeholder groups to identify the most important areas to help improve workplace health and safety. The strategy is expected to be rolled out by the end of 2012.

- **Technical safety.** The department has developed a new *Technical Safety Act*, streamlining five pieces of safety legislation into one Act with five sets of regulations. This will make it easier to conduct business in Nova Scotia while ensuring that the safety of workers is maintained.

- **Fire safety.** The department is implementing all 25 recommendations from the Spring 2011 Auditor General's report that called for greater provincial oversight of fire safety services.

- **Adult learning program / LINK continuing care assistant program.** This program provides adult learners with the essential skills they need at home and at work. LINK provides an opportunity for people to earn their high school diploma and prepares them for jobs in one of the province's fastest growing employment sectors.

- **Domestic Violence Action Plan.** The Domestic Violence Action Plan was released in December 2010, involving 16 government departments and agencies, as well as community organizations. In 2011, Status of Women was appointed co-chair with the Department of Justice. This includes leading community-government meetings, hosting the provincial crime prevention symposium with domestic violence as the theme, and maintaining the government's www.nsdomesticviolence.ca website.

- **Human trafficking.** The Nova Scotia Advisory Council on the Status of Women currently co-chairs the provincial committee on human trafficking to raise awareness about human trafficking and coordinate potential support for victims.

- **Immigrant women.** The Nova Scotia Advisory Council on the Status of Women administers an online guide to provide accessible information to immigrant and newcomer women about settling in Nova Scotia. The website is: http://women.gov.ns.ca/immigrant-women.html.

- **Invisible barriers: refugee women's health forum.** This forum develops government-community partnerships and raises awareness about the need for improved access to health services for refugee women.

- **Gender-based analysis tool.** The Nova Scotia Advisory Council on the Status of Women is developing a tool to help government departments and agencies analyze the differentiating impact of policies and programs on women and men in the province.

- **One Journey continuing care programs.** This program helps to fill skills shortages with unemployed Nova Scotians. Over the last five years, over 400 continuing care assistants have been trained and hired, mostly in rural areas.

Create good jobs and grow the economy

- **Productivity Investment Program.** The Departments of Labour and Advanced Education, and Economic and Rural Development and Tourism are partnering to deliver this program to encourage businesses to become more productive, innovative and globally competitive.

- **Workforce innovation and productivity skills incentive.** Under this program, Labour and Advanced Education will promote an increase in Nova Scotia business and employer productivity through innovation, new training, new technical expertise and support.

- **Workplace education.** The province will work with industry to provide essential skills training and HR support programs.

- **HR essentials.** The province will further grow the supports to small and medium sized enterprises through the HR Essentials program. This program provides the supports to effectively recruit and retain a skilled workforce.

- **One Journey.** Labour and Advanced Education partners with the Department of Community Services and industry on this labour market attachment model. This program provides opportunities for skills development and direct employment to Income Assistance recipients and the un / underemployed by responding to an industry identified skills shortage.

- **One Journey at work.** Labour and Advanced Education partners with pre-approved organizations and workers to improve business operations through up-skilling the workforce with training that leads to certification and advanced qualifications.

- **Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT).** The Minister will host her federal / provincial / territorial Status of Women counterparts in May 2012 for the CCWESTT policy forum to discuss the engagement of

women in technical and non-traditional careers and occupations. Nova Scotia also co-chairs the senior officials' forum.

- **Labour market information (LMI) strategy.** The province is leading the development and implementation of an improved provincial LMI strategy to collect and share information that will help Nova Scotians to make better career, education and employment-related decisions. As a result, we should be able to better match labour supply with demand.

- **Apprenticeship training.** The province will work with industry partners to ensure today's apprenticeship training keeps pace with evolving technology, and that apprentices get the on-the-job training they need to meet the most current industry certification standards. In 2012-2013, the department will focus on completing an apprenticeship system review and developing a strategic plan for apprenticeship.

- **Sector councils.** The sector council program supports an industry-led approach to human resource development through funding / agreements with sector councils and like organizations.

- **Transition programs for displaced workers.** These programs support displaced workers through needs assessments, access to relevant labour market information, and customized essential skills programs.

- **Targeted initiative for older workers.** Labour and Advanced Education supports unemployed workers between the ages of 55 and 64 in communities affected by significant downsizing or closures.

- **Business competency endorsement for journeypersons.** Nova Scotia, in partnership with the other Atlantic provinces, is developing a business competency endorsement for journeypersons to provide a pathway and recognition for journeypersons seeking to move into business and entrepreneurial positions.

- **HR support for small and medium sized enterprises.** Labour and Advanced Education will support human resource planning and training to encourage recruitment and retention among small and medium sized enterprises that may lack human resource departments / capacity. A 'Welcoming Workplace' pilot is underway, as is a free online toolkit that aligns with the Department of Economic and Rural Development and Tourism's business portal, and Service Nova Scotia and Municipal Relation's Access to Business (A2B) program.

- **Increased labour participation of under-represented groups.** The Welcoming Workplaces program, which is currently under development, will support this objective

by informing employers about the benefits of hiring diverse workers and support them in building welcoming and inclusive workplaces.

- **careers.novascotia.ca.** The department recently launched a new website that brings together all government resources and website to access skills, learning and training opportunities. This will make it easier for Nova Scotians to discover ways to attach to the workforce. It includes career development information, labour market intelligence and other resources to help Nova Scotians prepare for future employment.

- **Worker recruitment and protection.** The *Worker Recruitment and Protection Act* was passed in 2011 to prohibit charging workers (both foreign and non-foreign workers) recruitment fees, and prohibit recovering recruitment costs from workers. The Act has been partially proclaimed, and regulations are currently being developed.

- **Nova Scotia School for Adult Learning (NSSAL).** The department continues to support ongoing learning and skills development through NSSAL. The government is investing an additional $1 million in the program through *jobsHere*, with the goal of reaching an additional 500 learners in the next three years. The department recently developed the *Adult Learning Act* to formalize NSSAL's role, reaffirm the government's commitment to adult learning, increase governance and accountability, and to help raise awareness of the importance of literacy and essential skills. Regulations are currently being drafted with input from stakeholders.

- **Family literacy.** The department administers 19 family literacy programs across the province to help parents model the importance of education to their children.

- **Universities and colleges.** Nova Scotia and the Council of Nova Scotia University Presidents agreed to the three-year *Excellence through Partnership* Memorandum of Understanding (MOU) in 2011. The MOU promotes excellence in teaching and research, and establishes a direction to achieve a system-wide cost structure that is sustainable relative to the province's fiscal capacities and consistent with a fair and competitive tuition revenue regime.

- **Private career colleges.** The department is reviewing the *Private Career Colleges Regulation Act*. Through this review, the department aims to develop a clearer legislative authority to consider the labour market and new standards when approving and reviewing individual programs.

- **Science, trades and technology.** The department, in partnership with Women for Economic Equality Society, the Hypatia Association, the Nova Scotia Community College (NSCC) and other government departments uses a women-centred spectrum of supports to provide young and re-entry women with the opportunity to pursue science,

trades and technology careers at four NSCC locations including Bridgewater, HRM (Institute of Technology and Akerley) and Cape Breton (Marconi Campus).

- **Bread and Roses.** The Nova Scotia Advisory Council on the Status of Women provides the Bread and Roses bursaries to women students in NSCC's science, trades and technology programs to encourage women's participation in technical and non-traditional careers and occupations.

- **Employability tables.** The province will work with the four existing employability tables, one each for Aboriginal communities, African Nova Scotians, Persons with Disabilities and Acadian Nova Scotians to develop strategic plans for increasing the participation of under-represented groups in the workforce.

- **Settlement and employment services.** The department will work with non-government partners to provide immigrants with settlement and employment services, both before and after they arrive in Nova Scotia. This will better prepare immigrants to integrate both professionally and in the community.

- **Recognition of prior learning and credentials.** The department will support the assessment and recognition of informal and formal learning. It will work to improve pathways to licensure for internationally trained workers coming to Nova Scotia by implementing the *Fair Registration Practices Act*, supporting provincial projects, and collaborating nationally on the pan-Canadian framework.

- **Labour mobility.** Labour and Advanced Education will work with other government departments and provincial regulatory authorities to promote labour mobility and ensure compliance with Chapter 7 of the Agreement on Internal Trade.

Performance measures

Safety, Labour Services, Skills and Learning, and Policy, Planning and Professional Services

Strategic Goal #1: Nova Scotians will have safe, healthy and supportive workplaces and communities.

Outcome	Measure	Base-Year Data	Target[1]	Trends	Strategic Actions to Achieve Target
Less time lost from work due to workplace accidents	New lost time claims per 100 workers	2007: 2.57	To be at or below the national average (1.9 lost time claims per 100 workers in 2010)	2008: 2.48 2009: 2.26 2010: 2.13 2011: not yet available	Collaborate with the Workers' Compensation Board and other Workplace Safety Insurance System partners to identify high accident firms and sectors and frequent types of accidents Targeted risk-based inspections, and worker safety initiatives
	Average duration (number of days) of lost-time claims	2006: 105	Long-term: To be at or below the national average (69.81 in 2009)	2007:102 2008: 95 2009: 98 2010: 98 2011: not yet available	

[1] The national average is based on data from the seven jurisdictions.

Strategic Goal #2: Nova Scotia has a fair, equitable and stable labour environment.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
A stable labour relations environment	Time lost to strikes and lockouts	2009: No time lost	To be at or less than national average	2010-11: 5 work stoppages (173 days lost) 2011-12: 4 work stoppages (62 days lost)	Early information and training for newly certified workplaces seeking a first contract
Timely dispute resolution for employees and employers in non-unionized workplaces	Average time for labour standards code complaints to be assigned an officer	2009-10: 16.15 calendar days	14 calendar days	2010-11: 15.42 calendar days 2011-12: 9.3 calendar days (as of Feb 29)	Early intervention, and ensure files are assigned to officers in a timely manner

Strategic Goal #3: Nova Scotia is able to identify and respond to provincial workforce requirements.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Reduced barriers to licensure in regulated occupations	Reduce timelines for certified workers to be licensed in Nova Scotia	2010: Analysis of base-year data is underway	To be based on analysis of base-year data	N / A	Meet with regulatory authorities and review requirements for workers already certified in another Canadian jurisdiction, ensuring requirements comply with Chapter 7 of the Agreement on Internal Trade Develop internal processes related to Chapter 7 obligations

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
	Reduce timelines for internationally trained workers to be licensed in Nova Scotia	2010: Analysis of base-year data is underway	To be based on analysis of base-year data	N / A	Fund projects to improve processes related to international qualification recognition in the province Re-establish the FRPA advisory committee

Strategic Goal #4: Through flexible and responsive education and training programs, Nova Scotians will share in and contribute to the economic and social prosperity of Nova Scotia.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Greater attachment to labour market	Number of employment insurance (EI) clients employed	2010 (March 31 to September 30): 4,622	N / A	2011-12: 3,975	Transformation of labour market development agreement programs to enhance effectiveness Have seamless employment programming for unemployed Nova Scotians regardless of their previous attachment to the labour market
	Number of clients completing interventions	2010 (March 31 to September 30): 7,244	N / A	2011-12: 12,300	

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Increased number of Nova Scotians with trade certification	Number of Nova Scotians with trade certification	2010-11: 871	2012-13: 898 Long-term: Match the number of certified journeypersons with the labour market demand	2011-12: 813 (to January 12, 2012)	Develop and pilot practical testing leading to trade certification Develop and implement an employer engagement strategy Focus on youth apprenticeship programs / initiatives designed to encourage youth to pursue careers in skilled trades Update trades-based curriculum Work with the Atlantic Apprenticeship Council to deliver testing for trades with low registration Further explore and / or enhance alternative delivery apprenticeship training Streamline administrative processes within the Apprenticeship Training division to maximize client contact Explore new or different forms of employer incentives to encourage the uptake of apprentices Review all trades to determine current and forecasted training demand Develop a plan for comprehensive update on all technical training curriculum, including alignment with national occupational analysis

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Enhanced productivity	Grants to begin productivity training	2011-12: Approved 160 grants to businesses[2]	2012-13: Minimum of 182 grants to businesses	N / A (new measure in 2011-12)	Increase program awareness through Labour and Advanced Education and Economic and Rural Development and Tourism field staff promoting a continuum of training from workplace
Increase in essential skills and human resource capacity	Participation in workplace education programs	2011-12: Assisted 3,200 learners	2012-13: Assist 3,200 learners	N / A (new measure in 2011-12)	Sectoral partnerships to increase promotion, awareness and participation in the Workplace Education Initiative New programs like One Journey at Work and HR Essentials to increase the HR capacity of SME's to delivery training and increase trade certifications of working Nova Scotians
Increased employment outcomes for underemployed and underrepresented groups	Pilot Welcoming Workplaces with 35 SME's (25 for profit and 10 non-for-profit)	N / A	To be determined by report on Welcoming Workplaces pilot project	N / A	N / A
Ongoing education and opportunities for adult learning	Increased participation in Nova Scotia School for Adult Learning programs	2011-12: 4,400 adult learners	2012-13: 4,500 adult learners Long-term: Assist 100 more adult learners	N / A	Develop programs Explore new marketing strategies Engage new partners Expand on successful programs

[2] This resulted in training for 6,459 employees.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Improved training opportunities for non-profit and voluntary (NPV) sector (paid and unpaid workers)	Grants to support training of unpaid workers volunteering in the NPV sector	New allocation: $250,000	2012-13: Develop new program Long-term: Train 1,000 non-paid workers (volunteers)	N / A	Consult sector Design program Train instructors Market programs offered
	Number of sector staff being trained in HR standards, essential skills, social enterprise and innovation	New allocation: $250,000	2012-13: Train staff from 600 NP organizations in various programs	N / A	Establish four regional positions to support the coordination and implementation of training opportunities within the NPV sector

Strategic Goal #5: In collaboration with partners and stakeholders, we will anticipate and plan for the challenges and opportunities for a changing economy.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Streamlined regulations and reduced administrate burden	Administrative burden	2009-10: 20% administrative burden reduction	N / A	N / A	N / A

Strategic Goal #6: Labour and Advanced Education is a preferred employer.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Increased cultural competence among department management and staff	Number of management and staff participating in employment equity training	New measure: An employee survey is being developed and will identify base year data	Annual increase of 10 – 20% above benchmark	N / A	Implement employee equity plan, including manager training Promote other training through the Public Service Commission, including diversity and cultural competence
Improved French-language services	Compliance with the French-language service plan	2009-10: 83%	2012-13: 80% compliance with the plan Long-term: 100% compliance	2010-11: 67%	Implement the 2012-13 French-language Services Plan[3]

[3] Information on the department's French-language plan can be accessed via the department's website, at: http://www.gov.ns.ca/lae/.

Higher Education

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Better educated Nova Scotians	Average Nova Scotian university tuition fee	2006-07: $5,982	2012-13: 3% increase from 2011-12[4] Long-term: Consistent with national average ($5,366 in 2011[5])	2007-08: $5,936 2008-09: $5,629 2009-10: $5,345 2010-11:$5,130 2011-12:$5,362	Implement the *Excellence through Partnership* Memorandum of Understanding between the province of Nova Scotia and the Nova Scotia universities, which includes provisions for a three percent cap on tuition, and a tuition policy review Fund the Nova Scotia University Student Bursary Program
	Percentage of Nova Scotians aged 25-54 with post-secondary certificate, diploma or degree	2007: 61.6%	Increase from base-year	2008: 60.2% 2009: 62.8% 2010: 65.3% 2011: 64.9%	Implement the *Excellence through Partnership* Memorandum of Understanding Invest $25 million over three years to support innovation in university operations and programs Improve the student assistance system, and access to grants for student with disabilities Review the international student policy Administer the Nova Scotia University Student Bursary program
	Number of diplomas, certificates and degrees issued by NS institutions	2004-05: 13,246	Increase from base-year	2005-06: 13,834 2006-07: 14,316 2007-08: 13,813 2008-09: 13,593	

[4] The Government of Nova Scotia has capped tuition fee increases at three percent for most programs.

[5] Statistics Canada

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
	Nova Scotians enrolled in Canadian universities[6]	2004: 32,493	Maintain number	2005: 31,083 2006: 31,209 2007: 30,102 2008: 30,204	
	Enrolment at the Nova Scotia Community College (NSCC)	2007-08: 9,922	Increase from base-year	2008-09: 10,505 2009-10: 10,433 2010-11: 10,669 2011-12: 10, 688	N / A
Improve access to post-secondary education through improved funding and delivery of student assistance	Number of grants issued for under-represented groups	2006-07: 5,429	Increase from base-year	2007-08:5,228 2008-09:6,331 2009-10: 10,564 2010-11: 11,148	Improvements to the Student Assistance Program Continued support of needs-based grants for under-represented groups Discussions between federal, provincial and territorial governments on improving student loan access
	Value of grants for under-represented groups	2006-07: $8,725,907	Increase from base-year	2007-08: $9,482,321 2008-09: $10,945,762 2009-10: $23,554,762 2010-11: $23,836,353	

[6] The majority of students described in this measure are enrolled in Nova Scotian universities.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Increased access to post-secondary education for students with disabilities	Number of students with disabilities graduating with post-secondary certificate, diploma or degree who receive assistance from the Province of Nova Scotia	2005-06: 517	2012-13: 750	2006-07: 537 2007-08: 578 2008-09: 614 2009-10: 683 2010-11: 652	Increase outreach activities Renewal and refreshment of MOU's with nine universities and the NSCC for disability service delivery Build connections with p-12 system for transition planning and program development Survey students with disabilities to determine success strategies and gaps
	Percentage of total student enrolment at colleges and universities in Nova Scotia receiving assistance from one or more of the provincial programs for students with disabilities	2005-06: 4.1%	2012-13: 6.0%	2006-07: 4.2% 2007-08: 4.8% 2008-09: 5.2% 2009-10: 5.4% 2010-11: 5.7%	

Status of Women

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Increased participation of women in public and political life	Number of campaign school graduates	2008-09: 25 graduates	2012: 75 graduates[7] Long-term: 100 graduates	2009-10: 23 graduates 2010-11: 39 graduates	When possible, host campaign school in communities across the province, encouraging underrepresented groups to participate, and incorporating gender and diversity analysis Develop partnerships for increasing women's participation in public and political life
	Number of workshops facilitated to increase participation of women in public and political life	2011: 50 (1,000 participants)	2012: 40 (800 participants) Long-term: 50 (1,000 participants)	N / A (new measure in 2011)	Facilitate workshops that encourage the participation of women in public and political life, and encourage diverse women to participate in these workshops Make web and printed resources available, and incorporate gender and diversity analysis Develop partnerships
Greater economic equality for women	Number of women accessing the Bread and Roses Bursary from NSCC's science, trades and technology programs	2009-10: 13	2012-13: 25 Long-term: Increase number of bursary recipients	2010-11: 20 2011-12: 20	Continue to develop and mentor relationships with current and future partners Support NSCC in administering the bursary program Ensure under-represented women have access to the bursary program Incorporate gender and diversity analysis

[7] Status of Women is partnering with the Union of Nova Scotia Municipalities to host five one-day municipal campaign schools in 2012-2013. This will lead to an increased number of graduates. In previous years, Status of Women has hosted one three-day campaign school.

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
	Number of workshops facilitated to promote women's economic equality	2011: 10 (550 participants)	2012: 10 (550 participants) Long-term: Maintain number of workshops and number of participants	N / A (new measure in 2011)	Continue to support province-wide initiatives that encourage women and girls in non-traditional careers and occupations Collaborate with local partners from community, government and academia Support and partner with LAE's Employment Equity Committee to encourage diversity in Nova Scotia's workforce Make web and printed resources available, and incorporate gender and diversity analysis
Reduced violence against women and girls in Nova Scotia	Implementation of the Domestic Violence Action Plan (DVAP)	2011: 6 community-government meetings 250 crime prevention symposium attendees 74,000 visits to the NS domestic violence e-clearinghouse	2012:6 community-government meetings 100 respondents to the DVAP First Voice survey 75,000 visits to the NS domestic violence e-clearinghouse Long-term: Sustained implementation of the DVAP	N / A (new measure in 2011)	Status of Women to co-chair the DVAP implementation committee Maintain the Nova Scotia Domestic Violence e-clearinghouse, including the First Voice electronic survey Incorporate gender and diversity analysis

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
	Number of workshops facilitated to reduce violence against women and girls	2011: 30 (1,500 participants)	2012: 30 (1,500 participants) Long-term: Maintain number of workshops and number of participants	N /A (new measure in 2011)	Continue to support provincial initiatives to raise awareness about violence against women Explore emerging areas of violence against women, such as honour killings Facilitate workshops that support stakeholders in addressing violence against women, especially in areas where there are gaps, and ensure a diversity lens and gendered-violence is included in workshops Make web and printed resources available, and incorporate gender and diversity analysis
Improved health and well-being of women and their families	Number of workshops facilitated to improve the health and well-being of women and their families	2011: 5 (400 participants	2012: 5 (400 participants) Long-term: Increase number of workshops and participants	N / A (new measure in 2011)	Continue to support province-wide initiatives to encourage women's health and well-being Facilitate workshops that support stakeholders in addressing women's health and well-being, and ensure a diversity lens and gendered-violence is included in these workshops Make web and printed resources available, and incorporate gender and diversity analysis

Immigration

Outcome	Measure	Base-Year Data	Target	Trends	Strategic Actions to Achieve Target
Increased number of new immigrant landings in Nova Scotia	Number of new immigrant landings	2003: 1,474	2012-13: 2,600 Long-term: 7,200 by 2020	2004: 1,771 2005: 1,929 2006: 2,585 2007: 2,520 2008: 2,651 2009: 2,424 2010: 2,408 (preliminary data)	Work to ensure Nova Scotia and the entire Atlantic region share equitably in the benefits of Canada's immigration program Maximize all federal and provincial pathways to immigration
Increased number of nomination certificates issued	Number of certificates issued	2004: 117	2012-13: 500 Long-term: 1,500 by 2020	2005: 303 2006: 400 2007: 408 2008: 309 2009: 368 2010: 500 2011: 525	Continue working with Citizenship and Immigration Canada to increase the number of immigration spots through the nominee program
Increased immigrant retention rate	Percentage of immigrants staying in Nova Scotia	2001 census: 37%	N / A	2006 census: 63% 2011 census: 70%	Focus on attracting new immigrations with a genuine intention to settle in Nova Scotia

Budget Context

Labour and Advanced Education			
	2011-2012 Estimate	**2011-2012 Forecast**	**2012-2013 Estimate**
Program & Service Area	($thousands)	($thousands)	($thousands)
Gross Departmental Expenses:			
Administration	985	1,413	1,530
Policy, Planning, and Professional Services	4,367	3,594	3,703
Skills and Learning	132,265	130,979	131,870
Higher Education	47,897	48,528	47,229
School Capital Amortization	6,612	6,612	6,227
Community College Grants	126,383	126,383	127,809
Safety	13,208	11,672	13,244
Labour Services	7,380	6,912	7,447
Office of Immigration	5,202	4,588	6,375
Nova Scotia Advisory Council on the Status of Women	912	851	774
Total Gross Departmental Expenses	345,211	341,532	346,208
Additional Information:			
Fees and Other Charges	(1,797)	(1,848)	(1,875)
Ordinary Recoveries	(132,029)	(130,307)	(129,077)
TCA Purchase Requirements	2,247	2,247	3,000
Provincial Funded Staff (FTEs)	545	477	552